

December 1, 2020

The Honorable Eugene Scalia
U.S. Department of Labor
200 Constitution Avenue
Washington, D.C. 20310

Dear Secretary Scalia:

RE: State of Alabama Program Year 2019 WIOA Titles I and III Annual Report

We are pleased to submit the enclosed State of Alabama's *Program Year (PY) 2019 Workforce Innovation and Opportunity Act (WIOA) Annual Report*. This *Report* contains the Alabama PY 2019 program performance data required under USDOL Training and Employment Guidance Letter 5-18 dated November 7, 2018, which states were instructed to use for the PY 2019 WIOA *Annual Report*. Additionally, this *Report* details other WIOA activities conducted in Alabama during PY 2019.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Alabama looks forward to providing Workforce Innovation and Opportunity Act funded workforce development programs to citizens as the State strives to meet the demands of employers for skilled people during this challenging time.

Please direct any questions regarding the Alabama Workforce Innovation and Opportunity Act *PY 2019 Annual Report* to Tammy Wilkinson at (334) 242-5154 or Robert Brantley at (334) 309-9083.

Sincerely,



Greg Canfield, Secretary
Alabama Department of Commerce



Fitzgerald Washington, Secretary
Alabama Department of Labor

GC:FW:TW:ls

Enclosure

c: Lenita Jacobs-Simmons
Arthur Brooks

State of Alabama
Workforce Innovation and Opportunity Act, *Titles I & III*
Program Year 2019 Annual Report

Submitted by

**Alabama Department of Commerce
Alabama Department of Labor**

**Prepared for
Eugene Scalia
Secretary of Labor
U.S. Department of Labor**

December 1, 2020

Prepared in Accordance with WIOA Section 185(d) Specifications

Table of Contents

Overview	1
Waiver Requests	2
Effectiveness in Serving Employers Performance Measure	3
WIOA Section 116(e) Process Evaluations	3
Customer Satisfaction	3
Achievements	5
Sector Strategies and Career Pathways	5
Work-Based Learning	7
Youth: Summer Program/Work Experience	8
Other Youth Services	8
State Funded Activities (Governor's Fifteen Percent)	9
Eligible Training Provider List	9
Incumbent Worker Training Program	9
Relocation Assistance	10
Rapid Response	10
Alabama's Career Center System Including Wagner-Peyser Act Employment Service Activities	14
National Dislocated Worker Grants (NDWGs)	15
Technical Assistance	16
Success Stories	16
Adult Success Stories	16
Dislocated Worker Success Stories	16
Youth Success Stories	17
Challenges	17
The Workforce Investment Partnership	18
Workforce Development Boards	19
State Level Coordination	19
Workforce Innovation and Opportunity Activity Resource Allocation	22
Attachment A - Governor's Office of Education and Workforce Transformation	

Overview

Program Year (PY) 2019 was an eventful year for workforce development in Alabama. Workforce development experienced interruptions and challenges due to the COVID-19 crisis that struck during Spring 2020. However, throughout the crisis Alabama continued to focus on the needs of workers and employers in the state including job skills, education, relevant occupational skills training, and disaster-relief employment to give individuals skills needed to obtain a job and enjoy the quality of life they desire.

Workforce development continues to prepare individuals with the occupational skills necessary for work. It is recruiting, placing, mentoring, and counseling potential employees; and it is combining education, employment, and job training efforts.

Alabama's workforce development system is working to manage labor shortages for skilled workers, to increase the business community's satisfaction with education and training, to ensure that workforce development activities are integrated into Alabama's economic development strategies, and to assist special populations with entering into workforce and becoming self-sufficient.

A continuous evaluation of industry needs and programs that support those needs enables the Alabama to provide the most up-to-date and innovative training available with the funding provided through the Workforce Innovation and Opportunity Act (WIOA). For PY 2019, the state continued to collect data for WIOA performance measures. The state reported on all measures put into place under WIOA except for Youth Median Earnings (2nd Quarter post-exit); Adult, Youth, and Dislocated Worker Measurable Skills Gains (Current Quarter); and Effectiveness in Serving Employers. The state continued to collect baseline data for these measures. State and local program administrators have benefited as Alabama progresses toward a fully-integrated workforce system that concentrates on these demand-driven accountability measures.

The Alabama Career Center System, a proud partner of the American Job Center Network, through its network of fifty-two (52) career centers, delivers workforce development services to employers and employees eligible for, and in need of, these services. Each Career Center System location provides customers with needed self-service and customized career services and access to education, job training, employment referral, and other workforce development services. Prospective employees may obtain career counseling and individual case manager assessment services. Those with marketable occupational and employable skills may not require Career Center System services beyond direct placement assistance. Individuals who need to be skilled, reskilled, or upskilled will receive the required training. Although the Alabama Career Center System offices briefly closed in mid-March during the COVID-19 crisis, services continued to be delivered by staff remotely. Alabama Career Centers were able to reopen their doors to the public on May 1, 2020.

The principal focus of Alabama's Workforce Development System remains directed toward the fashioning of action strategies appropriate to the ongoing workforce development needs of all Alabamians. In 2007 the acquisition (with WIA Incentive Funds awarded to Alabama) of the state's Mobile Career Center Vehicle (MCCV) expanded our capacity for effective delivery of worker displacement-relief services. The MCCV is packed with many of the features offered by standing career centers, including learning needs/skills assessment tools, computerized job-bank services, and academic and occupational skills training referral services. The MCCV has helped render needed workforce development services to many persons previously unable to effectively access these services. The highest priority for the vehicle is

providing workforce development assistance to those impacted by disasters such as hurricanes and tornados. It is moved to the appropriate location as quickly as allowed by the situation.

During PY 2019 the MCCV was scheduled for thirty-four (34) events throughout the state to provide workforce related assistance to the residents of Alabama. Scheduled events included local and regional job fairs that were sponsored by media, local governments and community agencies. The MCCV also engaged in business recruitment assistance, rapid response services to dislocated workers, outreach to communities with workforce development services, assistance to Veterans returning home, and career fairs at schools. This schedule, however, was abruptly interrupted early in 2020 by the Corona Virus Pandemic resulting in cancellations and an abbreviated number of events as wide-spread business shut-downs and the institution of safety protocols dramatically curtailed the number of events.

In regard to adult programs, funds are being used for on-the-job training (OJT) where up to seventy-five (75) percent of an eligible employee's salary (considered a training cost) for up to six (6) months can be reimbursed to an employer. There were also active agreements with thirty-two (32) for-profit, non-profit, and governmental employers for incumbent worker training (funded with Governor's setaside to help current employees get trained on the latest manufacturing techniques.) Funds continue to be used to pay for tuition and the cost of books for dislocated workers, adults, and youth to attend a two-year college or other postsecondary institution to learn new skills needed to re-enter the workforce. Additionally, short-term, job-driven training is provided for dislocated workers and adults to help them acquire the skills necessary to re-enter the workforce as quickly as possible. These services were made more accessible due to the ability to transfer funds (up to 100 percent) between the adult and dislocated worker programs. During Program Year 2019, the greatest need was for the adult program.

The funding agency for Commerce's WIOA funds is the U.S. Department of Labor (USDOL), and states have until June 30, 2021 to spend all of the PY 2019 workforce funds.

The work of state leaders, coupled with the resources and programs available, has helped increase the economic prosperity and educational attainment of its citizens. This *Annual Report* documents Alabama's record of achievement in its 20th full year of these programs.

[Waiver Requests](#)

The State of Alabama had one waiver in place during PY 2019. A waiver of 20 CFR 681.550 allowed the state to offer Individual Training Accounts (ITAs) to in-school youth. The waiver enhanced the state's ability to serve in-school youth with ITAs. A total of 48 in-school youth were enrolled in ITAs during PY 2019.

Goals of the waiver were:

- Improve the ability of local workforce development boards, youth program providers, and workforce and education lead agencies to respond quickly to the needs of in-school youth, ages 14-21 years;
- Increase the quality of learning opportunities;
- Increase employment and training opportunities;
- Improve coordination by reducing fragmentation of service delivery;
- Increase the opportunities for work-based learning;

- Improve customer choice and increase empowerment for youth, making them capable and responsible for making thoughtful choices about their career;
- Reduce unnecessary paperwork;
- Develop an emerging workforce with prepared candidates ready for work; and
- Increase accountability.

The state was able to realize most of these goals with this waiver since the ability to serve in-school youth with ITAs allowed them to access training that for many of them would otherwise be unavailable until a later date when they could be certified for services as an adult. In addition, administration of services to in-school youth was streamlined. The state did not, however, see an increase in these youth accessing work-based learning. This is an area that will be examined moving forward into PY 2020 to see how this connection can be strengthened.

Effectiveness in Serving Employers Performance Measure

On August 31, 2017 the Alabama State Workforce Development Board approved Approaches 1 and 2, which are Retention with the same employer and Repeat Business Customer and recommended that Alabama research a state specific approach.

Approach 1 Retention with the same employer — addresses the programs' efforts to provide employers with skilled workers.

- This approach is useful in determining whether the core programs are serving employers effectively by improving the skills of their workforce and decreasing employee turnover.
- Number of participants who exited who were employed by the same employer during 2nd quarter and 4th quarter after exit/number of participants who exited during the reporting period
- Captured by UI and WRIS wage records

Approach 2 Repeat Business Customers — addresses the programs' efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time.

- This approach is useful in determining whether employers, who receive services from the core programs, are satisfied with those services and become repeat customers. This approach also assesses the workforce system's ability to develop and maintain strong relationships with employers over extended periods of time.
- Number of establishments that received an employer service or continues to receive and received an employer service anytime with the previous 3 program years/

number of establishments that received an employer service anytime within the previous 3 program years.

- This data is captured by department data systems.

The Alabama Department of Commerce (Title I) and the Alabama Department of Labor (Title III) began the process of transitioning to a unified reporting system and developing data sharing agreements with each of the partner agencies to glean this information so that the data collection can be centralized and reported to USDOL on this performance measure during PY 2019. The new AlabamaWorks reporting system provided by Geographic Solutions launched in April 2020.

WIOA Section 116(e) Process Evaluations

During PY2019 Alabama continued to review current evaluation requirements and develop new evaluation strategies. The state has gathered information and attended the webinars provided by the U.S. Department of Labor on the subject. Additionally, the state requested technical assistance in this area.

In PY 2019 WIOA *Section 116(e)* process evaluation activities involved the development and provision of information products, which may assist front-line program managers' decision-making. Central to this effort is the identification of WIOA Adult, Dislocated Worker, and/or Youth program services, which appear more effective in spurring individual participants' achievement of their respective workforce development goals. Additionally, process evaluations seek to identify which WIOA service or services seem most cost-effective across identifiable demographic segments within the broader category of WIOA participants - adults, dislocated workers, and youth.

A constraining factor inhibiting any Alabama WIOA process evaluations is the limited availability of "real time" WIOA program data. In order for these evaluations to have the greatest relevance to existing and future Alabama WIOA programs, the studies must utilize actual program outcome data.

State-level evaluation studies in past years have included a longitudinal review of selected economic data series trends, aggregated at the local area and sub-area level. This effort involved the plotting of actual and relative growth, covering civilian labor force, unemployment, unemployment insurance exhaustees, unemployment insurance beneficiaries, and mass layoff data.

Such information may provide insight regarding any association between local, regional, or state-level economic or demographic circumstances and observed directional trends in local area-level WIOA program performance outcomes. There may or may not be potential for WIOA program design innovations directly resulting from this and/or other evaluation study efforts. In addition, the state has considered how to conduct other more formal evaluations that are relevant and helpful to planning these programs. During PY2019 the State continued to discuss the development of additional universal management reports as we transition to a new centralized data management system shared by multiple workforce partners beginning. This work began in February 2019, and the new AlabamaWorks data and case management system launched in April 2020.

Monthly customer traffic at all 52 career centers is tracked in order to help identify any significant trends in the number of career center customer "hits." Where any such trends are indicated, further analysis

may help suggest any causal factors behind such month-to-month variation. Application of such causal information may enable One-Stop Career Center managers to better serve their ever-expanding customer base.

Efforts to identify high demand, high growth, and high wage occupations have been increased with the access of additional resources that provide insight into occupational demands month-to-month by area. This information continues to be relayed to career counselors, educators, and training programs to help them gain sustainable employment for their students. A common response from employers has been they cannot find applicants with the skills they need for the job. There has been some ambiguity regarding skills demand in the state and various regions of the state. In addition to these efforts, we partner with The University of Alabama to conduct a skills gap analysis in the state to get a more specific idea of the types of skills businesses need in new and existing employees. This is an ongoing project with new data published by workforce area/region and statewide each year. This research will certainly continue to facilitate workforce development planning and execution. These reports are provided directly to WIOA staff, board, partners and public via email. Also, this information is available on the Alabama Department of Labor's website, www.labor.alabama.gov and the Alabama Department of Commerce/Workforce Development Division's website, <https://wioa-alabama.org>.

Customer Satisfaction

Alabama's Career Centers launched a formal standardized Customer Satisfaction Survey for job seekers and employers in PY 2017. The survey is a written survey requesting feedback for the individual Career Center that provided services and is included in the *Alabama Career Center System Guide to Customer Services*. Surveys are provided to both employers and individuals seeking workforce related assistance. Career Centers attempt to contact customers to address any issues that are discovered from the surveys.

During PY 2019, of the 6,042 job seekers responding, 95.6% considered the services exceptional (76.3%) or good (19.3%). Of the 981 employers responding to the survey 99.7% said the services "met expectations."

Feedback from the surveys is monitored in each Career Center and changes are implemented as needed as part of the Career Center's continuous improvement plan. Additionally, as part of each Career Center Certification process, goals are established for each Career Center to promote continuous improvement.

The State of Alabama began implementation of a new combined data information system for *Title I* and *Title III* programs in April 2020, which will replace AJL (current *Title III* data system) and the AlaWorks system (current *Title I* data system). The state is considering incorporating a customer satisfaction survey into the system. This would allow customers to easily provide feedback and encourage a higher response rate as well as allow the State to sort the data for use in continuous improvement efforts.

Achievements

Sector Strategies and Career Pathways

In PY 2019 the State of Alabama's LWDAs, with the support of the State Board, continued their efforts in the application of industry-focused, sector strategies and career pathways. In partnership with the Regional Workforce Council for each area, targeted industry was engaged throughout the process and provided valuable feedback on the strategic plans. The success of the LWDAs' workforce models was built on cluster engagement and direction. LWDAs met quarterly to focus on employment and training needs

in their respective regions. (Some of these meetings were virtual due to COVID-19.) Some of the clusters the LWDA's focused on include Advanced/Modern Manufacturing, Automotive, Agriculture & Forestry, Aviation, Construction, Health Care, IT/Cyber Security, and Logistics/Transportation, Services – Education, Retail, Lodging, and Food Service. LWDA's focused on three to seven of these clusters depending on the industries located in the area. Through these clusters, needs were assessed and working groups were formed to work on projects or initiatives. Even though the strategic work was industry driven, the local area also had tremendous engagement with education partners and service providers, who were also engaged at all levels of the process. This work continues today.

The increased focus on sector strategies and career pathways can be seen in the Requests for Proposals (RFP) for WIOA programs by various local areas. Requests for Proposals (RFPs) for WIOA youth program providers were released by many areas in Fall 2019 and Spring 2020, and many of them also had and ongoing RFPs for occupational skills training programs open throughout PY 2019. All potential proposals must align with the main industry clusters of the local area. RFPs also require potential proposals to provide training that allows program participants to enter into a career pathway and be able to advance within that industry cluster.

In addition to making plans to offer Occupational Skills Training Programs directly, all seven LWDA's have an Individual Training Account (ITA) Program. Participants in the program are required to choose training in line with high demand occupations in line with the industry sectors in the state. ITAs provide educational or occupational skills training services, and they are currently the primary medium to deliver WIOA training services. ITA services may only be provided to WIOA participants by those training providers who have applied for placement and have been placed on the Eligible Training Provider List. The normal limitation on length of training for regular WIOA funded ITAs is two years. The local workforce development areas provide all ITA services for adults and dislocated workers.

Prospective education and/or occupational skills training providers must meet specific criteria in order to obtain and subsequently retain WIOA training provider status.

Postsecondary education institutions, which offer instruction leading to generally recognized certification in high-demand occupational skills, and other institutions providing similar vocational instruction services, are among the entities, which may apply for inclusion on the Eligible Training Provider List.

Youth, including in-school youth served through the ITA in-school youth waiver, are eligible for ITAs through each LWDA's youth program. This program offers enrollment in two-year colleges, or other eligible training provider's occupational skills training class. Training is generally restricted to occupational fields of demonstrated local labor market demand. Participants are provided the appropriate supportive services, which may encourage them to remain in their respective training programs through completion. Participants receive job placement assistance upon receipt of occupational skills achievement certification.

The ITA service delivery model continues to be monitored, revised, and implemented with ongoing success. Based on the principle of customer choice, the ITA is designed to allow each participant to develop a career strategy and to pursue training based on the most effective track for his or her individual interests and skills. During PY19, approximately 9,938 individuals were enrolled in training through ITAs utilizing regular formula WIOA funds.

Work-Based Learning

Apprenticeship - The State of Alabama through its Incumbent Worker Training Program (funded through the Governor's set-aside funds) continued an apprenticeship pilot project with Newman Technology of Alabama, Inc. located in Albertville, Alabama. This project began in PY 2017 and is expected to run through PY 2021. Nine apprentices are enrolled and receiving on the job training at Newman Technology and classroom training at Northeast Alabama Community College. During PY 2019 the apprentices had several measurable skills gains, and at the end of the four years, apprentices will have earned several credentials including an associate degree in either Multi-Skilled Maintenance Technician or Tool and Die and the related apprenticeship national credential. This pilot project was funded to address employers' need for employees with these skills and a shortage of individuals with these skills in the state.

In addition to this pilot project, the Incumbent Worker Training Program funded three additional apprenticeship projects in PY2019 with Sealing Equipment Products Company (SEPCO), Precision Grinding, Inc., and O-Flex Group. SEPCO and Precision Grinding are participating in a consortium for Multi-skilled Maintenance Technician apprenticeship. Sealing Equipment Products Company has two apprentices and Precision Grinding has three apprentices. O-Flex has one apprentice in the Multi-skilled Maintenance field. At the end of the apprenticeships, the participants will have earned two certifications in addition to the related apprenticeship national credential. Additionally, the employers will have employees with the skills they need to remain competitive.

On-the-Job Training - The LWDAs (throughout the state) also offer On-the-Job (OJT) training programs. The OJT program gives individuals an opportunity to learn new job skills and allows employers to train new employees while saving money on training costs. A Business Services Representative (BSR) from the local career center or WIOA administrative entity and the employer create a training plan that defines training objectives and goals for the trainee(s). Employers may receive up to seventy-five (75) percent reimbursement of hourly wages paid to a trainee. This reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. A negotiated predetermined training period can range from six (6) to twenty-six (26) weeks based on the skill level of the participant(s) and the training occupation. This program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits.

There are two (2) OJT programs: New Hire, and Performance-Based training. The ultimate goals of the two (2) OJT training programs is permanent employment upon successful completion of training.

The New Hire OJT program may allow an employer to receive up to seventy-five (75) percent reimbursement of hourly wages paid to a trainee. The reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. This OJT training program places trainees in occupations that enhance long-term employment opportunities.

The Performance-Based training program is designed to offer training to employers for a large number of employees for a short period of training time. The training hours, training plans, number of trainees' costs, and wages are negotiated through the Workforce Development Division (WDD) Staff for five of the Governor's local workforce development areas. Employers are eligible for training cost reimbursement only if the trainee completes the training plus one day and is retained on the employer's payroll. All Performance-Based agreements are different, based on the employer's needs at that time.

Youth: Summer Program/Work Experience

The Southwest Alabama Partnership for Training and Employment, Inc. (SWAPTE) Local Workforce Development Area has a longstanding partnership with the Alabama Department of Rehabilitation Services to provide select in-school youth with the opportunity to gain work experience via a summer jobs program. This program can accommodate participants who are substantially impaired by lost vision or hearing. Special job development is done to identify areas where these young people can be productive and receive real world experience in the elements of having and maintaining employment. During the most recent summer, SWAPTE served 35 youth through this initiative.

The five Governor's Workforce Development Area's (GWDA) services for out-of-school youth ages 18 - 24 included a Work-Based Learning Activity offered through the Career Centers located in the LWDA's. This activity included work experience in public nonprofit businesses and paid internships in private-for-profit businesses. The goal of the program is to promote the development of good work habits and basic work skills by participation in a structured paid work-based learning activity. Objectives included: improving a participant's work maturity skills through meaningful work-based learning assignments and proper supervision; and/or enhancing a participant's academic and other basic skills through relevant worksite experience. Work-Based Learning participants may work up to 30 hours per week for up to 13 weeks, or a maximum of 390 hours. Participants earned \$7.25 per hour of work.

Other Youth Services

The seven local areas' Workforce Development Boards oversaw the delivery of existing programs to area youth with great success. Local area providers offered a variety of training, job readiness, and academic remediation programs for PY19 in an effort to better reach difficult to serve youth. Twenty-nine (29) providers were identified by the seven local areas for funding, and programs were implemented to make available numerous resources for youth.

The Youth programs funded by the local areas offered the following services (some activities may not have been offered by all local boards) directly or via referral during PY 2019.

- Tutoring, study skills training, instruction and recovery strategies that lead to completion of the requirements for a secondary school diploma or a recognized postsecondary credential
- Alternative secondary school services or dropout recovery services
- Activities that help youth prepare for and transition to postsecondary education and training
- Work-based learning programs that include paid and unpaid work experiences, including internships, apprenticeships and job shadowing as appropriate
- Education, offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
- Entrepreneurial skills training
- Labor market and employment information about in-demand industry sectors or occupations available in the local area
- Leadership development opportunities, which include community service and peer-centered activities encouraging responsibility and other positive social behaviors as appropriate
- Supportive Services
- Adult mentoring
- Comprehensive guidance and counseling

The services provided through the WIOA system are evaluated on specific criteria set forth by the USDOL

and by the WDD. Youth are expected to earn a credential such their GED or High School Diploma. Programs must also pre-test participants and offer them assistance in math or reading if needed. Youth enrollees are prepared for the workplace and assisted with job placement or supported in their pursuit of continuing education.

In order to meet these goals, youth receive individual assessment for academic achievement skills, assessment of occupational skills, employability, aptitudes and interests and prior work history guidance services, and services that prepare for post-secondary education and training. Youth assessed to be in need of academic reinforcement, job readiness/workplace skills, world-of-work transition services, and other available services are directed to area providers of these services. Participants may be provided either intermediate or longer-term career planning services.

State Funded Activities (Governor's Fifteen Percent)

Eligible Training Provider List

The Workforce Development Division (WDD) uses an Internet-based system to better ensure that the customers of local career centers have appropriate access to the state's Eligible Training Provider List. Development and maintenance of this system requires a great deal of cooperation between the WIOA Title I career center partner agencies and various training providers. Alabama career center staffs have been trained in the use of the Eligible Training Provider List.

The USDOL has provided guidance regarding methods for the certification, the gathering and reporting of performance information, initial certification of out-of-state providers, and recertification of in-state and out-of-state providers. The WDD strives to keep training program information as current and up-to-date as possible.

Presently, there are approximately Sixty-four (64) different training providers and approximately seven hundred fifty-four (754) separate programs on Alabama's WIOA Eligible Training Provider List. Twenty-three (23) of these providers are part of the Alabama Community College System and have over 70 locations throughout the State. There are 24 Registered Apprenticeships on the WIOA Eligible Training Provider List. The Alabama Eligible Training Provider List may be accessed at <http://www.alabamaworks.alabama.gov>.

Incumbent Worker Training Program

The IWTP is administered through the Alabama Department of Commerce, Workforce Development Division (WDD). *Section 134(a)(3)(A)(i)* of the WIOA authorizes Incumbent Worker Training as a statewide workforce development activity. Alabama's IWTP was funded through Governor's Ten (10) Percent funds in Program Year 2019. The IWTP provides assistance to Alabama employers to help with expenses associated with new or updated skills training of current, full-time, employees. For-profit companies, non-profits and governmental organizations in operation in Alabama for at least two (2) years are eligible to apply for IWTP funds. An interested company must have at least one full-time, permanent employee other than its owner. Companies seeking IWTP funding must also be current on all state and federal tax obligations. Applicants must provide a dollar-for-dollar "soft" match to requested funds. A soft match can include, but is not limited to, employee wages, benefits, and cash payments to vendors. Each applicant was eligible to apply for up to \$30,000 of IWTP funds in PY19 subject to not exceeding the lifetime award of \$60,000.00.

Successful IWTP applicant companies contract with outside training providers to provide basic work skills training to existing employees. Applicants must demonstrate a need for upgraded skill levels for existing employees. Within their applications, IWTP companies anticipate measurable training outcomes. IWTP skills upgrade training should support company efforts to minimize lay-offs (lay-off aversion) and/or help the company remain competitive. The technical and professional training programs provided with the assistance of these funds, equip incumbent workers with specific workplace skills required to provide optimal performance within existing jobs, and may enable them to broaden the scope of their workplace responsibilities. Successful training completion should allow greater opportunities for employee retention and increased earnings potential, thus achieving one of the major USDOL goals for the IWT Program, which is layoff aversion.

The state of Alabama launched its Incumbent Worker Training Program in September 2001. Through June 30, 2020, Alabama has awarded nearly \$16,781,944 in IWTP funding to Alabama businesses, benefitting over 25,693 workers. This includes \$377,746 awarded for seventeen (17) new IWTP contracts for PY19 (07/01/19 – 06/30/20). Statewide, PY19 contracts were awarded to companies of all sizes in eleven (11) counties benefitting two hundred (200) individual workers.

Relocation Assistance

The State of Alabama through WIOA Governor's Set Aside funds provides relocation assistance to participants in need of assistance to accept employment in another location. It is intended to serve eligible adults and dislocated workers, who are unable to find suitable employment in their local area and who have secured employment outside of their commuting area (more than 75 miles) necessitating a move. This service is available statewide through the Alabama Career Center System, and information about the program is provided to Dislocated Workers by the State's Rapid Response Team when responding to mass layoffs. Due to few permanent layoffs during PY2019, only one individual was provided this service.

Rapid Response

The Alabama Department of Commerce's Workforce Development Division is designated as the State's Dislocated Worker Unit and is responsible for coordinating WIOA Dislocated Worker program services statewide. These responsibilities include the development of Dislocated Worker program policy and delivery of Rapid Response services. The Rapid Response Team, as part of Alabama's State Dislocated Worker Unit (DWU), receives advance notification of worker dislocation events, under requirements of the federal Worker Adjustment and Retraining Notification (WARN) Act. This advance notification better enables the Team's effective coordination of direct assistance and/or referral of various other agency services provided to both employers and workers affected by such dislocation events (i.e., substantial layoffs or plant closings). The Rapid Response Team may also provide these services to employers and workers affected by smaller scale dislocation events, i.e., those not triggering a WARN notification, but which are expected to have a substantial impact on the local community. These smaller scale dislocation events may come to the attention of the Rapid Response Team staff through the news media, contacts initiated by affected employers/employees, union representatives, or other state and local service agencies.

Alabama's Rapid Response activities are coordinated with federal agencies such as the USDOL's Employment and Training Administration and the Employee Benefits Security Administration. In addition, the State Dislocated Worker Unit coordinates an Information Network of available resources and

representatives to provide additional transition assistance, such as; Alabama Children's Health Insurance Program (All-Kids), Alabama Industrial Training, The Governor's Alabama Workforce Council, the Regional Workforce Councils and the Alabama Community College System. The Dislocated Worker Service Agency Information Network is comprised of representatives from the:

- Alabama Department of Commerce
Workforce Development Division -
Workforce Innovation and Opportunity Act
Office of Small Business Advocacy
Regional Workforce Councils
- Alabama Department of Labor
Unemployment Compensation
Employment Service
Trade Adjustment Assistance
- Alabama Department of Economic and Community Affairs
Office of the Director
Community Services Development Block Grant Low Income Program
- Alabama College System
- Department of Human Resources
- Alabama Department of Public Health
Alabama All Kids Program (Insurance for Children Under 19)
Women Infants & Children Program
- Alabama Medicaid Agency
Affordable Care Act - Medical Services
- Alabama Cooperative Extension Service
- Alabama Department of Senior Services
- Alabama Department of Rehabilitation Services
- AFL-CIO Labor Institute for Training (LIFT)

The Dislocated Worker Unit Rapid Response Team is comprised of one (1) full time Dislocated Worker Specialist, who is an employee of the Alabama Department of Commerce and one (1) Supervisor to assist when needed with Group Employee Meetings and to manage the overall program. In situations where Rapid Response Team activities involve unionized companies, an AFL-CIO Labor Institute for Training (L.I.F.T.) representative is also included on the Rapid Response Team.

The Rapid Response Team facilitates Group Employee Meetings to increase dislocated workers' awareness and utilization of the broad range of programs, services, and benefits available through a variety of federal, state, and local sources to which they are entitled as dislocated workers. The Team's overriding objective is to ease the trauma associated with job loss and better enable dislocated workers' return to the workforce. Attempts are made to maximize each individual's fullest potential.

A strong effort is made to appropriately tailor Rapid Response services to the unique circumstances and requirements associated with each individual dislocation event. Upon learning of an anticipated plant

closing or substantial layoff, Rapid Response staff schedule on-site meetings with company management and labor representatives (if employees are so represented) to discuss available assistance options. After consultation with the appropriate Dislocated Worker Network partner representatives, group employee/local service agency meetings are usually organized at the local employer's worksite. When necessary, meetings may be held at union halls or other local area community centers.

During these meetings, affected workers are provided details regarding their eligibility for and the availability of retraining services, unemployment compensation benefits, job search and placement services, health insurance continuance, pension benefits/counseling, entrepreneurial training assistance, and more.

The following is a breakout, by industry, of the number of workers affected by plant closings and/or layoffs reported to the Rapid Response Team during PY19 (July 1, 2019 - June 30, 2020):

Industry	Workers Affected
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	1600
All Other Miscellaneous Textile Product Mills	148
All Other Plastics Product Manufacturing	60
All Other Rubber Product Manufacturing	86
All Other Support Services	56
Clay Building Material and Refractories Manufacturing	110
Commercial Banking	50
Freight Transportation Arrangement	66
Full-Service Restaurants	581
Furniture Stores	95
In-Vitro Diagnostic Substance Manufacturing	72
Metal Crown, Closure, and Other Metal Stamping (except Automotive)	76
Metal Window and Door Manufacturing	64
Other Airport Operations	82
Other Management Consulting Services	102
Other Motor Vehicle Parts Manufacturing	166
Retail Bakeries	146
Supermarkets and Other Grocery (except Convenience) Stores	68
Telecommunications Resellers	111
Tire Dealers	105
Toilet Preparation Manufacturing	
Total Workers Affected:	

3844

Rapid Response records indicate 3,844 workers throughout the state were impacted by forty-two (24) dislocation events (companies) serviced by the Rapid Response Team during PY19. Rapid Response Team

staff conducted 22 group employee/local service agency meetings during PY19.

The Rapid Response Team works closely with and encourages the Alabama Career Centers to participate in the Group Employee Meetings (GEMs) at every event and actively participates in the group employee meetings. Each dislocated worker is encouraged to visit one of our many Alabama Career Centers to activate their benefits through the WIOA. If the company may qualify as TRAA, then the process for intake or co-enrollment in the Trade Adjustment Assistance (TRAA) and the Dislocated Worker programs is covered in each GEM. When the TRAA is approved, the dislocated worker receives a letter in the mail telling them how to apply for TRAA benefits online or through one of our Alabama Career Centers.

The Rapid Response Team provides initial meetings with the companies to discuss our services through Group Employee Meetings and Layoff Aversion. During the initial meeting, the Rapid Response Team inquires about the company's position on closing and offers Layoff Aversion strategies to keep the company open. Strategies can include the Incumbent Worker Training Program, which provides up to \$30,000 dollars in training to upgrade existing permanent full-time employees per project and up to \$60,000 in lifetime maximum benefits as well as, the benefits of the other partner organizations. In January of 2019 DWU held a series of Layoff Aversion Planning Meetings to determine the appropriate activities and resources that are available to affected companies and individuals. Shortly thereafter through an Executive Order establishing the Regional Workforce Councils (RWCs) was signed by the Governor. The DWU utilizes the resources of the councils to develop and finalize all layoff aversion resources. The primary objective for the Regions is to provide a direct link to the workforce needs of business and industry (B&I) at the local level. The RWCs are business driven and business led and follow the newly created comprehensive workforce development system that supports their local economy and job development activities. All counties are served with specific focus on rural counties who typically are underserved.

If the company is adamant on closing, the Rapid Response Team asks if the reason for the closing is related to foreign trade. The Rapid Response Team encourages each company to apply for TRAA benefits during each initial meeting. During the initial meeting, the Team also schedules a date and time to hold Group Employee Meetings. During these meetings, the Rapid Response Team meets with the affected workers to discuss benefits afforded to them as dislocated workers, such as the WIOA programs, Unemployment Compensation, Introduction to our Alabama Career Center System, Mortgage Payment Assistance (Up to \$30,000), Veteran Services, Vocational Rehabilitation, the Alabama Department of Human Resources, etc. The program usually last about an hour per Group Employee Meeting.



Alabama's Career Center System Including Wagner-Peyser Act Employment Service Activities

Alabama's Career Center System, a proud partner of the American Job Center Network, works to consolidate the delivery of services presently offered to the eligible public through different state agencies, into a single, localized, seamless delivery one-stop. Services include:

- ❖ Career Services
 - Basic Services
 - Individualized Services
 - Follow-up Services
- ❖ Youth Services
- ❖ Job Training Services
- ❖ Supportive Services

Alabama's network of fifty-two (52) Career Centers (points of service) strategically located throughout the state, is the delivery system for WIOA *Title I* Career Basic services, Individualized service, Follow-up services, Youth services, Job Training services, and Supportive services to individuals and employers eligible for and in need of these services. WIOA Title III services focusing on hiring and job placement for individuals and business are also available through the Career Centers. Professional staff are available in Centers to assist both job seekers and employers regarding the availability of jobs, training, and skilled prospective employees to meet labor market needs. Self-help service for job seekers and employers is also available 24/7 through the automated workforce system. Employers may also communicate their specific labor market skill needs to these Centers.

A central feature of each Career Center is the Resource Area, where workforce service seekers, including job seekers and businesses, enjoy ready access to computerized databases providing details of available educational and occupational training, job openings, as well as supportive and other services. This information Resource Area also provides businesses with listings of prospective employees possessing the desired skills and work experience. Internet access is available for customers at all Alabama Career Center locations, including the Mobile Career Center Vehicle (MCCV), which brings portable workforce services to those needing them and lacking access to a local career center.

Individual job seekers, assessed to require additional occupational skills training in order to better pursue their vocational objectives, may be provided training through the Individual Training Account (ITA) program, with eligible training providers, On-the-Job-Training (OJT) or Work-Based Learning.

Employers are provided space to conduct employee candidate interviews at most Career Center locations. Additionally, case managers provide job seekers and employers with additional intensive assistance to better satisfy their workforce development needs.

Career Center staff work to reduce, if not entirely eliminate, any incidence of service redundancy or overlap among workforce development partner agencies. Achievement of one-stop services integration, and leveraging of resources rather than duplication, is the goal.

The Career Center Operations Template, developed by the State Workforce Development Board in PY 2002, established a uniform services baseline associated with all Career Center locations, including the Career Center System logo, the availability of resource areas, and other features. The “Career Center” brand has been in place for eighteen (18) years and helps clients, who move from one area of the state to another, to be able to recognize and access workforce services. The state recently adopted “Alabama Works” as its brand for all things workforce, and this has been incorporated into the Alabama Career Center System as was the inclusion of “a proud partner of the American Job Center Network” into the branding of the career centers.

Monthly Career Center tracking reports indicate 378,772 Career Center customer contacts were recorded during Program Year 2019 (July 2019 – June 2020).

Comprehensive Career Centers (32)

1) Alabaster, 2) Albertville, 3) Alexander City, 4) Anniston, 5) Bay Minette, 6) Birmingham, 7) Brewton, 8) Cullman, 9) Decatur, 10) Demopolis, 11) Dothan, 12) Enterprise, 13) Fayette, 14) Eufaula, 15) Foley, 16) Fort Payne, 17) Gadsden, 18) Greenville, 19) Hamilton, 20) Huntsville, 21) Jackson, 22) Jasper, 23) Mobile, 24) Montgomery, 25) Monroeville, 26) Opelika, 27) Pell City, 28) Selma, 29) Sheffield, 30) Talladega, 31) Troy, and 32) Tuscaloosa

Non-Comprehensive Career Centers (6)

1) Andalusia, 2) Center Point, 3) Phenix City, 4) Roanoke, 5) Scottsboro, and 6) Valley

Itinerant Career Center (14)

1) Athens, 2) Camden, 3) Centre, 4) Haleyville, 5) Luverne, 6) Phil Campbell, 7) Vernon, 8) Blountsville, 9) Fort Deposit, 10) Hayneville, 11) Livingston, 12) Ozark, 13) Gilbertown and 14) Union Springs.

Note: Career Center numbers are subject to change; the Mobile Career Center Vehicle is not included.

National Dislocated Worker Grants (NDWGs)

The State of Alabama had two NDWGs during PY 2019. The Reemployment and System Integration Dislocated Worker Grant (RSI-DWG) continued during PY 2019 to support the purchase and implementation costs for a Title I and Title III Integrated Data System for the Alabama Department of Commerce, Workforce Development Division, and the Alabama Department of Labor. This grant assisted the State of Alabama with its conversion to a *Title I* and *Title III* unified customer intake and data reporting system.

The State of Alabama also applied for and was awarded \$1,998,000 in NDWG funds to address the COVID-19 crisis in April 2020. This grant will continue through March 2022 to serve dislocated workers and communities impacted by COVID-19. The grant will provide disaster-relief employment for 205 participants and On-the-Job (OJT) Training or Individuals Training Account (ITA) services to 75 participants. Disaster-relief employment is available statewide, and OJTs and ITAs are available in local areas 1, 3, and 6 where there are need for these services.

Technical Assistance

The State of Alabama received technical assistance from the USDOL/ETA Region 3 for its local workforce development boards in PY 2017. Maher and Maher provided technical assistance in three locations in Alabama during PY 2017. While this technical assistance was very helpful, technical assistance customized to each LWDA continues to be a need. Customized technical assistance is requested since each area is unique and has different needs from the others. A written guide for board members on their roles and responsibilities put in simple terms is also requested.

The State of Alabama also needs technical assistance in developing sound assessment and evaluations methodologies, including evaluation of customer satisfaction. The state requested technical assistance for this area in its PY 2020 – 2023 WIOA Combined State Plan. LWDA's have also requested technical assistance on apprenticeship, services to in-school youth, work-based learning and on-the-job training programs.

Success Stories

Adult Success Stories

Andrea started her training in July 2019. She came into the Jackson Career Center inquiring about WIOA funding assistance for Electrical and Instrumentation training on the Thomasville campus of Coastal Alabama. Andrea and her parents had many questions about WIOA funding. Andrea had never heard of WIOA, and thought it was too good to be true. She was referred by instructors from Coastal Alabama. Andrea was on track to complete training in 3 semesters and completed her first semester with a 4.0 grade point average and remained on the President's List throughout training. Andrea has been praised by all of the technical instructors and received the award for Top Electrical and Instrumentation student. Andrea was hired by AMNS in Calvert, AL. She is working full time while completing her final classes. Her job title is Crane Technician with starting wage of \$26.76 an hour.

Rico bounced around from general labor to production to various quick hire companies, unable to obtain high-wage, stable, and reliable employment. Rico is an ex-offender with a felony from April of 2019. He had no skills training, certifications, or continued education past his graduation from high school, and was now faced with the stigma of being an ex-offender.

Rico came to the Alabaster Career Center eagerly seeking assistance with getting his Class A CDL license. When his training was delayed due to COVID-19, he maintained a positive outlook and kept working hard at his job - until laid off due to COVID-19. Rico was finally able to start school in mid-June. He successfully passed and completed his Class A CDL training at ESD School by the start of July and had his official Class A CDL license by the following week. Rico worked tirelessly to search for CDL jobs, whether they were close to home or Over-The-Road. He continuously kept his case manager up-to-date, even coming in-person for job searching assistance.

Within less than a month of his CDL school graduation, Rico Wilson was hired on with Bearden Delivery Services out of Birmingham, AL. His driving position is regional, so he can be home more often than most CDL drivers. He is getting paid 43 cents per mile, which is in the mid to high range of mileage pay for new drivers. Rico now has a high-wage, stable, and reliable job!

Dislocated Worker Success Stories

Joshua was a dislocated worker, who came in for a RESEA appointment. He was placed on an OJT with Southern Apparel Inc as a shipping supervisor @ \$14.00 per hour. He completed OJT in July 2019. He was recently promoted to Operations Manager, and his salary has increased to \$40,000/year.

Chester was laid off from Anderson Construction Company and had exhausted his unemployment benefits when he came into the Eufaula Career Center. Pomeroy Lumber Products placed him in an OJT position. He completed 840 hours of training in August. He is now employed full-time with Pomeroy Lumber Products as a Maintenance Laborer.

The world of information technology changes constantly and you must stay abreast of the latest technologies, best practices, and industry certifications to compete for jobs. **Patrick**, a U.S. Navy Veteran, learned technology changes quickly when he left the industry to serve his country. "Getting back into the IT world was daunting since I spent a few years away from it overseas. I no longer had a security clearance, I didn't have any valid certifications, and I had no real leads or recent experience that would get me back in the IT world," he said.

He visited the Alabama Career Center and learned about the On-the-Job Training Program (OJT). According to Business Information Systems, Rhodes is one of several employees hired through the OJT program. "Rhodes constantly pushes himself to make sure our clients are well taken care of. Whether it is through getting certifications, eliminating problems before they become issues, or just generally trying to make things more efficient, Patrick does it," they said. They are pleased with his progress.

Patrick has become a valuable part of the team because they were able to develop a customized training program to ensure his success.

Youth Success Stories

Matthew came to the Career Center with a youth provider, Hope Place Family Resource Center. Matthew struggled in high school because of learning difficulties. He ultimately dropped out of high school and then enrolled into the Hope Place Youth Program for GED/High School Diploma assistance and tutoring. Matthew worked very hard and attended classes regularly at the Coastal Alabama Community College Adult Education program and was assisted by the Youth Workforce Program which lead to his success.

While attending Adult Education classes, he talked about wanting to take welding classes also at the local community college, Coastal Alabama. With the help of Coastal Alabama Adult Education and Hope Place, Matthew completed his community college application and enrollment. It was at that time he was enrolled an ITA (Individual Training Account). He started at Coastal Alabama in January 2019.

Dominique entered the Youth Program through the referral process. She encountered several challenges during the program. She came from a broken relationship with her mother, homelessness, and basic skills deficiency. Dominique heard about the Dannon Project, a youth provider, through the Central Alabama Partnership for Training and Employment (CAPTE). Her long-term goal was to study and become certified as a Patient Care Technician. She always had the desire and compassion to "help." During her one on one initial case management meeting at orientation, she identified her barriers as limited employability skills and transportation. Dominique began occupational training on 4/5/19 and overcame these challenges. She received her nationally recognized credentials as a Patient Care Technician on August 15, 2019. She is now employed by Grifols earning 13.37 per hour.

Challenges

In PY19, the largest challenge for the state was dealing with rapid changes to the workforce due to the Covid-19 pandemic. Unemployment rates rose to a 12-month high of 14%. Career centers temporarily closed their doors to customers entering the center from mid-March until May 1, 2020. Despite the doors

being closed, career center staff worked diligently to address the needs of customers by phone and electronically. When unemployment rose due to businesses downsizing and closing, efforts shifted to aiding individuals in filing for unemployment and serving an increased number of dislocated workers. These efforts forced some career center staff to refocus their day to day duties. Services were further impacted by many potential participants refusing to reenter the job market due to increased unemployment benefits or health related fears.

The Workforce Investment Partnership

The Workforce Innovation and Opportunity Act (WIOA), *Title I*, prescribes the delivery of a wide array of skills training, job placement, educational opportunities, and other workforce development services. Both job seekers and employers may access WIOA workforce development services through the Alabama Career Center System. Career centers serve as employee/employer gateways to workforce development services and resources. Many of these services are available at the career centers' physical locations. Other services are made available through various other agencies, both directly and indirectly affiliated with the Alabama Career Center System network. This network is principally designed to facilitate customer awareness of and access to the workforce development services required to overcome barriers to employment.

WIOA funds allotted to the state are, in turn, allocated to local workforce development areas within the state. These local workforce development areas, which are charged with administrative responsibility for WIOA programs and services, use some of these allocations for career center operations within their boundaries. Alabama currently has 52 Career Center System sites including comprehensive, non-comprehensive, and itinerant Centers. A Career Center Operations template issued by the State Workforce Investment Board (WIB) in November 2002 and revised January 2010, formalized operational guidance and expectations for the Alabama Career Center System.

Groups targeted for WIOA services include Adults (aged 18 years and over), Youth (aged 14 to 24 years), and Dislocated Workers (job loss due to plant closings and layoffs). There is a greater focus on providing Adults, older Youth, and Dislocated Workers with skills leading directly to employment. More attention is given to achievement of long-term educational milestones for the younger Youth group. For this population, more emphasis is given to basic literacy training, and GED and ACT preparation than to short-term employment opportunities.

Specific strategies have been developed to ease the transition of Dislocated Workers from unemployment to reemployment. These measures include establishment of a dislocated workers Rapid Response Team, which brings information of available workforce development services directly to the affected individuals and advises these workers regarding other available support services for which they may be eligible as dislocated workers. Among these services are health insurance program information and strategies to help protect dislocated workers' pension funds. Another strategy has been adoption of the Reemployment Services and Eligibility Assessment (RESEA) program. This program identifies UI claimants likely to exhaust benefits for mandatory in-person intensive services designed to return them to work.

Priority of Services has also been established, through policy from the State WDB, for public assistance recipients and other individuals with low incomes to receive the highest priority for WIOA services after all eligible veterans and eligible spouses of veterans have been considered for services.

Workforce Development Boards

Workforce Development Boards (WDBs) State and Local, as provided under *Sections 101 and 107* of the Workforce Innovation and Opportunity Act (WIOA), are charged with the design, implementation, and ongoing operation of state and local level workforce development programs and activities. In order to better ensure that membership on the WDBs is reasonably representative of the various public and private sector principals actively engaged in local area workforce development activity, the legislation requires that the structuring of WDBs corresponds to specific membership composition criteria. The seven (7) Alabama Local Workforce Development Areas (LWDA) are represented by seven Local Workforce Development Boards (LWDBs). The State Workforce Development Board works to achieve ongoing cohesive and mutually beneficial working relationships among the workforce development partner agencies and stakeholders.

Members of the State Workforce Development Board are appointed by the Governor. LWDB members are appointed by each local area's designated Chief Local Elected Official(s). The Governor is the Chief Local Elected Official for the five (5) Governor's Local Workforce Development Areas. Those areas include: North Alabama Works!, East Alabama Works!, West Alabama Works!, Central Alabama Works!, and Southeast Alabama Works! The Central Alabama Partnership for Training and Employment (CAPTE), and the Southwest Alabama Partnership for Training and Employment (SWAPTE) are represented collectively by the Chief Local Elected Officials within their respective counties. The Chief Local Elected Officials for CAPTE are represented by the President of the Jefferson County Commission. The Chief Local Elected Officials for SWAPTE are represented the Chair of the Chief Local Elected Officials Council, which has been established by the LWDA.

The State Workforce Development Boards collective knowledge and experience helps ensure that the Board maintains a broad and encompassing perspective and insight regarding Alabama's workforce development system and its needs. Similarly, the primary focus of the LWDBs is tailored toward the specific needs of their respective local workforce development areas. State and Local WDBs seek to safeguard against giving a disproportionate amount of time and attention to any one program under their purview, such as WIOA Title I Adult, Youth, or Dislocated Worker operations, lest they lose an appropriate perspective on the overall state/local area system they are charged to oversee. State and Local WDBs are the operational centers for much of the WIOA mandated programs, coordination, and activities within the states workforce development system.

State Workforce Development Board Members appointed as of Program Year 2020:

Governor:

The Honorable Kay Ivey

Representatives of State Legislature:

Alabama House – Terri Collins

Alabama Senate – Clay Scofield

Representatives of Business:

Alabama Power Company – Joseph Brown

Alabama Power Company – Steve Hildebrandt

AM/NS Calvert – Myriam Aerts

American Cast Iron Pipe Co. – Mike Petrus

Austal U.S.A. – Sandra Koblas
BroadSouth Communications, Inc. – Mike Reynolds
Bryant Bank – Bobby Humphrey
Chamber of Commerce of West Alabama – Donny Jones
Cooper Law – A.J. Cooper
CrowderGulf – Ashley Ramsay-Naile
CSP Technologies – Kasey Myers
Economic Development Association of AL – Jim Searcy
General & Automotive Machine Shop, Inc. – Ronnie Boles
Hyundai Power Transformers USA – Tony Wojciechowski
Lavender, Inc. – Lawrence Lavender
Mach III, Inc. – Bruce Willingham
Manufacture Alabama – George Clark, Board Chair
Phifer, Inc. – Russell Dubose
Pioneer Electric Cooperative, Inc. – Cleveland Poole
The Boeing Company – Ken Tucker
United Launch Alliance – Chrystal Morgan
Volkert, Inc. – Perry Hand

Representatives of Workforce:

AL Construction Recruitment Institute – Jason Phelps
Alabama AFL-CIO – Bren Riley
Alabama AFL-CIO – Mary Allbritten
Alabama AFL-CIO – Mike Fields, Executive Board
BEJATC – Matthew Dudley
Easter Seals Alabama – Lynne Stokley
Montgomery Job Corps – Frank Coiro
Southwest Alabama Partnership for Training & Employment – Sydney Raine
Still Serving Veterans – Paulette Risher

Representatives of Government:

Required WIOA Core Partners:

Ed Castile, Deputy Secretary of Commerce for Workforce Development
Alabama Department of Commerce, *Title I*

Jimmy Baker, Chancellor
Alabama Community College System (ACCS), *Title II*

Fitzgerald Washington, Secretary
Alabama Department of Labor, *Title III*

Jane Elizabeth Burdeshaw, Commissioner
Alabama Department of Rehabilitation Services, *Title IV*

Required County Elected Official:

Merceria Ludgood, Commissioner
Mobile County Commission

Required City Elected Official:

Mayor Tony Haygood
City of Tuskegee, Alabama

Other:

Nancy Buckner, Commissioner
Alabama Department of Human Resources

Dr. Jim Purcell, Executive Director
Alabama Commission on Higher Education

Josh Laney, Career & Technical Education
Alabama Department of Education

Alan Baker, State Representative for State House District No. 66
Alabama House of Representatives

Keith Phillips, Executive Director ATN
Alabama Community College Workforce Development (ACCS)

State Level Coordination

Several State agencies partner with the Alabama Department of Commerce, Workforce Development Division and the Alabama Department of Labor to deliver WIOA sponsored services and programs, including:

- Alabama Department of Commerce, Workforce Development Division - State-level WIOA (WIOA Grant Administration); Local Area WIOA (Local WIOA Grant Administration for LWDAs 1, 2, 3, 5, and 6), National Dislocated Worker Grants, Rapid Response Services, Alabama Industrial Development Training (pre-employment services), Apprenticeship Alabama, seven Regional Workforce Councils (aligned with the WIOA local areas), and the statewide Alabama Workforce Council.
- Alabama Department of Commerce, Business Division - Industrial Recruitment and Aid to Existing Industries
- Alabama Department of Education (Secondary) - Career/Technical Education
- Alabama Community College System - Two-Year College System (workforce training programs), Adult Basic Education, Alabama Technology Network, and Ready-to-Work Program
- Alabama Department of Rehabilitation Services
- Alabama Department of Human Resources - Subsidized Employment Program (SEP), Food Stamp Training Program (SNAP E&T), JOBS Program (TANF)
- Alabama Department of Senior Services
- Alabama Department of Labor - Unemployment Compensation, Employment Service, Labor Market Information, Trade Adjustment Assistance, Veterans Services, WIOA Business Outreach, Mobile Career Center Vehicle (MCCV), Staff for Career Centers

Specific interagency coordination activities include:

- A continuous exchange of customer information among: LWDA 4 (CAPTE), LWDA 7 (SWAPTE), and the Alabama Governors Local Workforce Development Areas (LWDAs 1, 2, 3, 5 and 6), the Workforce Development Division, the Alabama Department of Commerce, Alabama Department of Labor, Trade Act Programs, Employment Service/Unemployment Compensation/Labor Market Information Divisions, Postsecondary Education, Adult Education, the Department of Senior Services, the Department of Human Resources, and the Alabama Department of Rehabilitation Services. This exchange better ensures case managers' continuing access to a broad range of locally available workforce development program and services information.
- Regular on-site monitoring/assessment of the progress achieved by WIOA program participants, from their date of application through post program follow-up, by Workforce Development Division Program Integrity Section staff. This action helps determine both the level and quality of the workforce development services provided to these individuals.
- Each local area ensures that its service providers make available to program applicants and/or participants information regarding the full complement of available training/educational opportunities, support services, and other benefits to which they are entitled to receive.
- The establishment by each local area of appropriate linkages, where feasible, with programs operated under the following legislation:
 - the Adult Education and Literacy Act
 - the Carl D. Perkins Vocational and Technical Education Act of 1998
 - *Title IV*, part F, of the Social Security Act
 - the Food Stamps employment program
 - the National Apprenticeship Act
 - the Rehabilitation Act of 1973
 - *Title II*, Chapter 2, of the Trade Act of 1974
 - the Stewart B. McKinney Homeless Assistance Act
 - the United States Housing Act of 1957
 - the National Literacy Act of 1991
 - the Head Start Act
 - the Older Americans Act
 - the Trade Act
 - Labor Market Information/Employment Statistics
 - Work Opportunity and Reconciliation Act
 - Jobs for Veterans Act

Workforce Innovation and Opportunity Activity Resource Allocation

Funds are provided annually to the state by the USDOL for the provision of WIOA, *Title I*, Adult, Youth, and Dislocated Worker programs. According to the WIOA, up to fifteen (15) percent of the total Adult, Youth, and Dislocated Worker funds allotted to the state may be reserved for state-level set aside activities, which include: a) state-level program administration, b) incentive awards for local areas, which demonstrate superior program performance, c) technical assistance / capacity building services, d) activities directly and indirectly supporting the ongoing development and operation of the state's One-

Stop system, e) activities supporting the compilation and statewide dissemination of listings of eligible training providers, f) evaluations of program development strategies, which support continuous system improvement, and g) the development of a statewide fiscal management system.

PY19/FY20 Federal WIOA Allocation Levels

State-Level Activities	\$ 7,224,088
Statewide Rapid Response Activities	\$ 548,970
Local Area Adult Programs	\$12,541,126
Local Area Youth Programs	\$12,922,150
<u>Local Area Dislocated Worker Programs</u>	<u>\$15,068,062</u>
TOTAL	\$48,304,396

Local Workforce Development Area WIOA Allocation Levels

North Alabama Works (Area 1)	
Adult	\$1,879,281
Youth	\$1,851,974
<u>Dislocated Worker</u>	<u>\$2,653,109</u>
TOTAL	\$6,384,364

East Alabama Works (Area 2)	
Adult	\$1,095,640
Youth	\$1,071,640
<u>Dislocated Worker</u>	<u>\$2,247,662</u>
TOTAL	\$4,414,942

West Alabama Works (Area 3)	
Adult	\$ 909,852
Youth	\$1,281,210
<u>Dislocated Worker</u>	<u>\$1,098,801</u>
TOTAL	\$3,289,863

Central Alabama Partnership for Training and Employment (Area 4)	
Adult	\$1,429,809
Youth	\$1,463,538
<u>Dislocated Worker</u>	<u>\$1,921,334</u>
TOTAL	\$4,814,681

Central Alabama Works (Area 5)	
Adult	\$3,090,593
Youth	\$3,233,690
<u>Dislocated Worker</u>	<u>\$2,795,969</u>
TOTAL	\$9,120,252

Southeast Alabama Works (Area 6)

Adult	\$ 927,796
Youth	\$ 937,224
<u>Dislocated Worker</u>	<u>\$1,655,259</u>
TOTAL	\$3,520,279

Southwest Alabama Partnership for Training and Employment (Area 7)

Adult	\$3,208,155
Youth	\$3,082,874
<u>Dislocated Worker</u>	<u>\$2,695,928</u>
TOTAL	\$8,986,957

The Governor’s Office of Education and Workforce Transformation (GOEWT)

Since its establishment in October 2018, the Governor’s Office of Education and Workforce Transformation (GOEWT) has worked to coordinate the combined efforts of Alabama’s education and workforce partners to implement Governor Kay Ivey’s workforce development strategic plan. The touchstone of the Governor’s workforce development strategic plan is the Success Plus postsecondary education attainment goal of adding 500,000 credentialed Alabamians to the labor force by 2025 through an equity-based strategy that seeks to mitigate the barriers preventing members of special populations from entering the workforce. The GOEWT seeks to reach consensus on workforce policy among 24-member stakeholder groups through the GOEWT board, composed of a member from each of the 24 stakeholder groups. The GOEWT board meets monthly and holds a formal meeting and a work session. Formal votes are taken during the formal meeting to approve the items presented to the board during the previous month’s work session. During the work session, the GOEWT Coordinator presents new policy recommendations (which are vetted by the GOEWT Steering Committee [composed of state education, workforce, and industry leadership]). The board members also present on their current work during the work sessions.

GOEWT Board Member Agencies

Alabama Medicaid Agency	Mental Health	ADECA
DHR	Commerce	Senior Services
Corrections	GOMA	OIT
Labor	DYS	Alabama Senate
Alabama House	ALSDE	ACCS
ACHE	State WDB	AWC
ADRS	Veterans Affairs	DECE
Child Abuse and Neglect Prevention	Volunteer Services	Revenue

The GOEWT Coordinator meets weekly, during a Wednesday morning phone call, with the GOEWT Steering Committee and the GOEWT Advisors. There are eight GOEWT Advisors, and each Advisor is charged with managing specific projects and areas of the GOEWT scope of work to ensure that proper capacity and support exists to achieve the GOEWT objectives. The names and duties of the GOEWT Advisors are as follows:

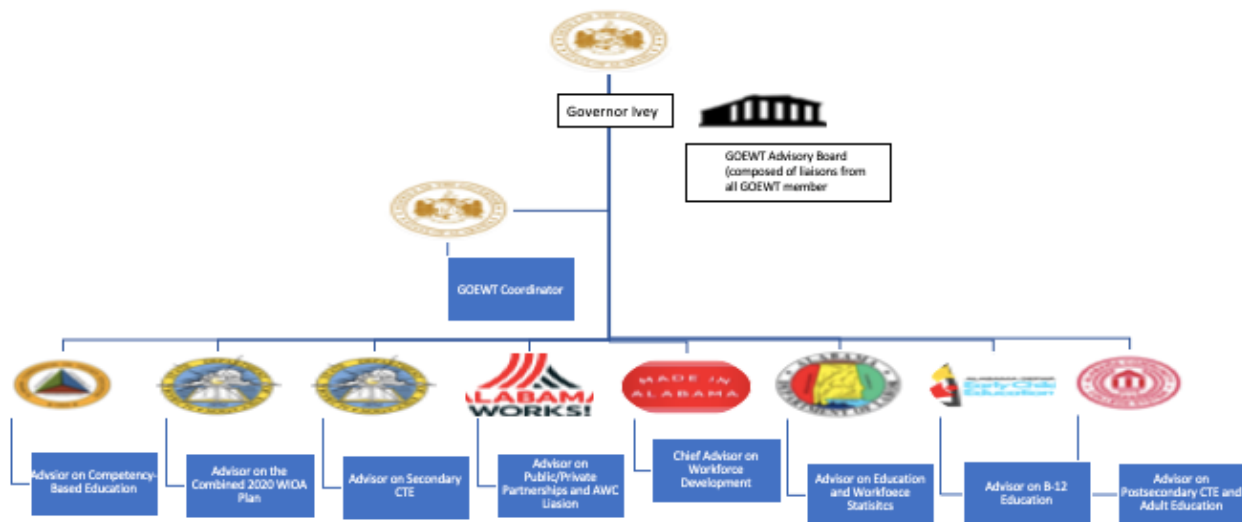
- 1) Chief Advisor to the GOEWT on Workforce Development, Josh Laney, the Director of the Alabama Office of Apprenticeship.
Duties:
 - Director of the Alabama Office of Apprenticeship
 - Directs the implementation of the Strong, Start, Strong Finish Strategic Plan
 - Provides support to the GOEWT advisors
- 2) Advisor on Public/Private Partnerships and AWC Liaison, Brandon Glover, Director of the Alabama Power Foundation.
Duties:
 - Director of Unified Workforce Marketing, Outreach, and Branding Strategy

- Directs equity and career pathways strategy for disconnected and incumbent populations
 - Directs the development of the Alabama Human Capital Fund and the Alabama Career Promise Initiative
- 3) Advisor on the Combined 2020 WIOA Plan, Jennifer Burt, ALSDE Administrator.
Duties:
- Manages the Combined State WIOA Plan (all core and partner programs)
 - Directs career discovery and exploration
- 4) Advisor on Pre-K – 12 Education, Barbara Cooper, DECE Office of School Readiness Director.
Duties:
- Director of the Alabama Campaign for Grade-Level Reading
 - Director of the Governor’s Advisory Council on Excellence in STEM (ACES)
 - Manages the development of essential skills and character
- 5) Advisor on Secondary Career and Technical Education, Craig Collins, ALSDE CTE Administrator.
Duties:
- Co-leads the Alabama Compendium of Valuable Credentials
 - Directs the development of secondary level of the AIRRAP secondary-to-postsecondary education pipeline in valuable career pathways
 - Directs expansion of work-based learning and dual enrollment
 - Director of the JAG network
- 6) Advisor on Post-Secondary Career and Technical Education, Mara Harrison, Special Assistant to the ACCS Chancellor.
Duties:
- Co-leads the Alabama Compendium of Valuable Credentials
 - Directs the development of the postsecondary and adult levels of the AIRRAP secondary-to-postsecondary education pipeline in valuable career pathways
 - Directs the Alabama Registered Apprenticeship College Consortium (ARACC)
 - Directs development of secondary-to-postsecondary and adult-to-postsecondary CTE dual enrollment and articulation pathways
- 7) Advisor on Education and Workforce Statistics, Tonya Lee, ADOL Labor Market Division Deputy Director.
Duties:
- Director of the Governor’s Office of Workforce Statistics
 - Supports the P-20W Council
 - Project Developer and Manager of the ACCET
 - Project Developer and Manager of the ATLAS on Career Pathways

8) Advisor on Competency-Based Education, Jim Purcell, Executive Director of the ACHE.
Duties;

- Develops connections between work-based learning, workplace competencies, and academic coursework to develop the “DNA” for competency-based career pathways linked to in-demand occupations.

GOEWT Organizational Structure



The Governor’s Office of Education and Workforce Transformation (GOEWT) is charged with three goals: (1) to increase the labor force participation and decrease the unemployment and underemployment rates; (2) to surpass the Alabama post-secondary attainment goal; and (3) to create career pathways in all 16 career clusters for in-school youth, out-of-school youth, adults, and disconnected populations. The GOEWT was assigned three objectives to achieve the three goals: (1) to braid Alabama’s federal education and workforce development funding streams to support an education-to-workforce pipeline; (2) to create and manage the Alabama Terminal for Linking and Analyzing Statistics (ATLAS) on Career Pathways and; (3) create the Alabama Industry-Recognized and Registered Apprenticeship Program (AIRRAP).

The coordinator of the GOEWT was tasked with making progress against the following major projects to meet the goals and objectives of the GOEWT: (1) overseeing the development of the combined WIOA 2020 state plan to align Alabama’s Workforce Development, Secondary and Post-Secondary CTE, and Adult Education Programs and to develop the Two-Pronged Alabama Career Pathways Model; (2) managing the development of the ATLAS on Career Pathways, developing the Alabama College and Career Exploration Tool (ACCET), and overseeing the Governor’s P-20W Council that will govern the ATLAS on Career Pathways and the ACCET; (3) establishing the Alabama Committee on Credentialing and Career Pathways and its 16 technical advisory committees (TAC) for each industry to identify in-demand occupations and credentials of value aligned to those occupations in each of Alabama’s seven workforce regions; (4) coordinating the establishment of the Alabama Office of Apprenticeship (AOA); (5) creating a

unified workforce marketing, outreach, and incentive strategy; (6) providing recommendations for realigning Alabama's workforce and education programs; and (7) coordinating Alabama's federal education and workforce development grant applications. The following major projects update will focus on the first four of the aforementioned major projects, since the objectives for major projects five through seven are interwoven within the updates provided for major projects one through four below.

Funding the GOEWT

The Carl D. Perkins Career and Technical Education (CTE) Act and the Workforce Innovation and Opportunity Act (WIOA) provide for state leadership activities to align secondary, postsecondary, and adult workforce development programs to career in-demand pathways. The Perkins CTE provides for a 10 percent state leadership set-aside and a 5-percent administration set-aside, which do not require a state match. WIOA Title I (the adult, youth, and dislocated worker programs) provides for a 15-percent Governor's leadership set-aside fund for statewide workforce activities, which does not require a state match. Five percent of the Governor's set-aside may be used for administration and 10 percent may be used for statewide leadership activities.¹ WIOA Title II (programs funded under the Adult Education and Family Literacy Act) provides for a 12.5 percent state leadership set-aside, which requires a 12.5 percent state match (the state match may be cash or in-kind).² The required and permissible use of state leadership and administrative funds under CTE and WIOA Title I and II are directly aligned to the goals, objectives, and strategies identified by the GOEWT.

The WIOA Title I Governor's 15-percent set-aside funds has seven required uses: dissemination of the state list of eligible providers of training services; evaluations of state workforce investment programs; assistance to local areas for local and regional planning; technical assistance to local areas not meeting required performance accountability measures; assistance to local areas in establishing One-Stop delivery systems; assistance to local areas with high concentrations of eligible youth; and operation of a fiscal and management accountability system in order to report on and monitor the use of WIOA funds. Allowable uses for the Governor's 15-percent set-aside include: administration of state activities; provision of incentive grants to local areas for performance; research and demonstration projects; supporting financial literacy; implementation of innovative training programs, such as layoff aversion strategies and sector and industry partnerships; and technical assistance to local areas implementing pay-for-performance strategies.³ WIOA II permits the use of state leadership funds to align adult education programs to other core and partner WIOA programs, to provide technical assistance to adult education providers, and to align adult education programs to career pathways.⁴

¹ The Congressional Research Service, The Workforce Innovation and Opportunity Act and the One-Stop Delivery System, 27 October 2015, accessed on 15 October 2018 <<https://www.everycrsreport.com/reports/R44252.html>>.

² U.S. Department of Education, Overview of WIOA Title II, Adult Education, 22 July 2014, accessed 15 October 2018 <<https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-overview.pdf>>.

³ The Congressional Research Service, The Workforce Innovation and Opportunity Act and the One-Stop Delivery System, 27 October 2015, accessed on 15 October 2018 <<https://www.everycrsreport.com/reports/R44252.html>>.

⁴ 29 U.S. Code § 3303

Under Perkins V, the 10-percent state leadership set aside must be used for five required activities: support for programs for special populations, and other activities that expose students, including special populations, to high skill, high wage and in-demand occupations; individuals in state institutions; recruiting, preparing, or retaining of CTE teachers; providing technical assistance to eligible recipients; and reporting on the effectiveness of this funding stream in achieving the state's strategic vision. Perkins also includes 25 permissible uses for the 10-percent leadership set-aside, including developing statewide programs of study; establishing statewide articulation agreements; establishing statewide sector or industry partnerships; awarding incentive grants to eligible recipients; supporting the adoption and integration of recognized postsecondary credentials and work-based learning into programs of study, and for increasing data collection associated recognized postsecondary credentials and employment outcomes or consultation with other state agencies on licenses or certifications.⁵

The Governor's Office entered into a MOU with the Alabama Department of Commerce (the fiscal agent for WIOA Title I), the Alabama Community College System (the fiscal agent for WIOA Title II), and the Alabama State Department of Education (the fiscal agent for Perkins CTE) to transfer state leadership and administration funds to the GOEWT for the purposes of implementing the required and permissible activities for state leadership activities under WIOA Title I, WIOA Title II, and Perkins CTE. Due to the close alignment between the required and permissible activities under WIOA and Perkins and the goals and objectives of the GOEWT, implementing the required and permitted activities for statewide leadership under Perkins and WIOA will permit the GOEWT to achieve its goals and objectives.

The Governor's Office of Education and Workforce Transformation (GOEWT) Top Five Policy Priorities:

I. 2020 Combined WIOA Plan

- Governor Ivey submitted a new four-year WIOA state combined plan on Feb. 3, 2020. The plan was approved by the U.S. departments of Labor and Education on June 7, 2020. The plan was developed after 14 public meetings were held in each of the seven workforce regions. Two meetings were held in each region between July and October 2019. The 2020 Combined Plan includes Perkins CTE for the first time and provides a vision to align Alabama's public workforce system to provide in-demand career pathways and supportive services for individuals with barriers to employment.
- Governor Ivey has set a postsecondary education attainment goal of adding 500,000 credential holders to Alabama's workforce by 2025. To provide the resources needed to reach the attainment goal, the 2020 Combined WIOA Plan braids Alabama's federal CTE and WIOA funding streams to develop career pathways based on work-based learning and credential attainment.

⁵ Association for Career and Technical Education (ACTE), Strengthening Career and Technical Education for the Twenty-First Century Act Public Law 115-222, Connecting Education and Careers, accessed on 15 October 2018 <https://www.acteonline.org/wp-content/uploads/2018/08/Perkins_Webinar_Slides.pdf>.

II. The Alabama Career Pathways Model

- The GOEWT will use data from the Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways, Alabama's P20-W system, to assist the Alabama Committee on Credentialing and Career Pathways (ACCCP) in establishing competency-based career pathways and stackable sequences of valuable credentials in all sixteen industry sectors.

III. The Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways

- Alabama has attempted to develop a statewide longitudinal database system (SLDS) for several years with little success. Governor Ivey has charged the GOEWT with finishing the work of developing Alabama's SLDS. The GOEWT established a State Longitudinal Database System Spearhead Team, which had their inaugural meeting at the State Capitol on January 3, 2020. The Spearhead Team focused on the governance structure for the system and on the Workforce Data Quality Initiative (WDQI) grant modification.

IV. Alabama Committee on Credentialing and Career Pathways Update

The Alabama Committee on Credentialing and Career Pathways (ACCCP), a public-private entity that was codified in Act 2019-506. Act 2019-506 was sponsored by Senator Orr, passed the Legislature unanimously during the 2019 session, and was signed into law by Governor Ivey on June 10, 2019. The ACCCP is tasked with a two-fold mission (1) to identify Alabama's regional and statewide in-demand occupations and (2) to identify competency models, career pathways, and credentials of value linked to those in-demand occupations using labor market information. The ACCCP uses a process called the five-star rubric to create the list of in-demand occupations and uses a two-tier review process to register credentials. Thus, credentials of value are linked to one or more specific competencies and the competencies are sequenced within a competency model to build the occupational DNA for a job. Occupations are then sequenced as part of a stackable progress that provides for career pathways with multiple points of entry and exit. This strategy also allows for unbundling and modularizing traditional degrees (particularly associate degrees.)

The ACCCP proper is composed of nine *ex officio* members and seven gubernatorial appointments who each represent one of the seven Alabama workforce regions, which are the members of the Alabama Workforce Council's (AWC) Structure and Alignment Committee this year (they all serve as officers this year, too). The ACCCP includes 16 Technical Advisory Committees (TACs) that are each composed of seven gubernatorially-appointed members who are members of business and industry. The first annual ACCCP regional appointments and TAC appointments were made on December 5, 2019. Each of the seven members of each TAC represents one of the seven Alabama workforce regions. Each of the TACs is led by an officer. The members of the ACCCP held its kickoff event on December 18, 2019, at the Hyundai Training Center in Montgomery, Alabama, which featured a keynote address by Governor Ivey. Chairman Cleve Poole of the AWC

Structure and Alignment Committee, who serves as the chief officer of the ACCCP, provided a TAC officer training session for the 16 officers on January 16th prior to the Commitment to the Alabama Worker Event. There are 64 subject-matter experts (SMEs) who have passed the SME assessment. Approximately 4-6 SMEs serve each TAC. The SMEs are employed by state education and workforce agencies. The SMEs help TAC members translate their ideas into action by navigating the education and workforce systems.

The ACCCP Transition Task Force conducted a six-week training session for the SMEs between September 4 and November 6, 2019, to prepare the SMEs to formally prepare the SMEs to serve the ACCCP's TACs. Robin Ricks, of Manufacture Alabama, served as the project manager for the SME trainings. The GOEWT and the University of Alabama Education Policy Center developed curricula for the SME trainings. Clarus Consulting facilitated the SME trainings. The six-week SME training course covered the six elements of career pathways, the Alabama Competency Taxonomy, the five-star rubric for identifying in-demand occupations, the two-tier credential review process, and the ACCCP's process for developing competency models and career pathways. An SME assessment study guide was provided on October 23, 2019, a review session was held on November 6, 2019 and the assessment was conducted for the first time on November 20, 2019. Subject-matter experts were required to reach 70-percent proficiency on the assessment to move forward. Those who do not attain 70 percent were given one opportunity to retest. During the first administration of the SME assessment on November 20, 2019, 28 SMEs attempted the assessment and twenty-three passed the assessment—a robust passage rate of 82 percent. The highest score was an 88 and the lowest was a 54. There were additional administrations of the SME assessment on December 4, December 18, and the last administration occurred on April 27, 2020. SMEs who passed the assessment were mailed a Commitment to the Alabama Worker Certificate signed by Governor Ivey.

The ACCCP approved the 2020 regional and statewide lists of in-demand occupations for their cluster on December 18, 2019. The TACs received draft competency models for each of the occupations on their regional and statewide lists of in-demand occupations on June 17, 2020 and approved the competency models on August 24, 2020. The TACS developed career pathways between August 24 and September 18, 2020. The ACCCP approved the first official list of in-demand occupations, competency models, and career pathways and lattices at the Quarter Three ACCCP meeting on October 21, 2020. The first compendia of valuable credentials are being compiled and will be released on December 21, 2020. The ACCCP has developed a credential taxonomy and a state-specific, alpha-numeric competency ontology for classifying skills (the Alabama competency ontology is based on work done through the Lumina Foundation's Beta Credential Project). Thus, credentials of value are linked to one or more specific competencies and the competencies are sequenced within a competency model to build the occupational DNA for a job. Occupations are then sequenced as part of a stackable progress that provides for career pathways with multiple points of entry and exit.

The Governor's Survey of Employer Competencies (GSEC) is an establishment-based survey conducted by the Governor's Office of Education & Workforce Transformation (GOEWT). The purpose of the GSEC is to inquire about the occupational characteristics of in-demand jobs in the state. As Alabama moves forward with designing competency models that will serve as the infrastructure of curricula development, assessment, and training, obtaining a clear picture of the

skills and credentials required by Alabama companies by directly involving them, is essential. In the first version of the annual GSEC, the focus is on exploring the skill and credential needs of companies to further build out Alabama's skill and credential engine. The survey was digitally distributed to small, medium, and large-size companies in the state to ensure that all voices of Alabama's economy are heard and involved in our state's effort of strengthening our workforce. The GSEC will be conducted annually to assist the ACCCP's TACs with their work in establishing annual lists of regional and in-demand occupations, credentials of value, career pathways, and competency models. Governor Ivey kicked off the Commitment to the Alabama Worker on January 16, 2020, at the Hyundai Training Center in Montgomery, Alabama. The Commitment to the Alabama Worker is a pledge to complete the annual GSEC. The inaugural Survey of Employer Competencies was conducted statewide between June 15 and July 3, 2020, and 1,501 employers completed the survey. TACs received the results of the GSEC on July 13, 2020. Between July 13, 2020, and August 10, 2020, the TAC officers held TAC meetings to review the draft competency models against the survey of employer competency results and the comprehensive competency dictionary.

Mission One: Developing the Lists of In-Demand Occupations

- The 2020 lists of in-demand occupations were approved at the December 18, 2019, ACCCP kickoff. On October 30, 2020, the 2021 draft list of regional and statewide list of in-demand occupations was released.

Mission Two: Developing the Survey of Employer Competencies, Competency Models, and Career Pathways

- The Survey of Employer Competencies was conducted statewide between June 15 and July 3, 2020. At the June 17th ACCCP Quarter Two Meeting, the TACs received a comprehensive competency dictionary and a competency model for each in-demand occupation. TACs received the results of the Governor's Survey of Employer Competencies on July 13, 2020.
- Between July 13, 2020, and August 24, 2020, the TAC officers held TAC meetings to review the draft competency models against the survey of employer competency results and the comprehensive competency dictionary.
- The TACs submitted their revisions to the competency models on August 24, 2020.
- Between August 24 and September 18, 2020, the TACs completed career pathways by stacking approved competency models into career pathways. The TACs submitted the draft career pathways to the ACCCP for approval by September 18, 2020, at 5pm. Each TAC developed dynamic career pathways that are connected to one of the 79 base career pathways associated with its cluster. The ACCCP approved all revised competency models and career pathways at the October 21, 2020 Quarter Three meeting. The ACCCP promulgated the first official list of in-demand occupations, competency models, and career pathways and lattices on October 21, 2020.

Registering Credentials to the Alabama Credential Registry and Developing the Compendium of Valuable Credentials

- Each TAC accepted credential applications for review between July 1, 2020, and November 1, 2020. The TACs will assist members of business and industry and education, training, and licensing authorities with registering credentials to the Alabama Credential Registry.
- Credential providers register credentials by sending the provider registration form to alcredentials@ache.edu (the form is located on credentials.ache.edu).
- The ACCCP staff matches the registered credentials to competencies and competency models. The TACs will compile a compendium of valuable credentials composed of the credentials registered to the Alabama Credential Registry that are matched to the competencies and competency models covered by each TAC.
- Each TAC will compile its recommended lists of regional and statewide compendia of valuable credentials and submit it to the ACCCP by December 2, 2020. The ACCCP will approve each TAC's compendia of valuable credentials by December 16, 2020.
- The first regional and statewide compendia of valuable credentials will become effective on December 21, 2020.

Remaining 2020 ACCCP Meeting Dates and Times

Activity	Date
2020 Quarter 3 Meeting	21 October 2020, 1-3pm, WebEx
2020 Quarter 4 Meeting	16 December 2020, 1-3pm, WebEx

V. Establishing the Alabama Office of Apprenticeship (AOA)

- On March 12, 2020, the U.S. Department of Labor Administrator of the National Office of Apprenticeship approved the Alabama Office of Apprenticeship's application for recognition as a state apprenticeship agency. The AOA is housed within the Department of Commerce Workforce Development Division.
- The AOA will create a federally recognized state apprenticeship credential, equivalent to the Department of Labor's RA credential.
- The Alabama Community College System will serve as the state apprenticeship intermediary.
- The Apprenticeship Alabama Tax Credit Program offers tax credits to participating companies that have qualified apprentices who receive classroom instruction and on-the-job training. The program provides an income tax credit of \$1,000 to an employer for each qualified apprentice and would cap the cumulative tax credits allowed at \$3,000,000 for 2017 and 2018.
- The Apprenticeship Alabama Tax Credit was enhanced to provide a \$500 additional credit for hiring in-school youth apprentices. The Apprenticeship Alabama Tax Credit Program was modified during the 2019 Legislative session to increase the base tax credit from \$1,000 to \$1,250.